



# FPARSweb

*Flag Officer Performance Assessment  
Report System Website*

## **Quick Start - User Documentation**

**(Click on links of interest to start)**

- [Login Instructions](#)
- [Sign your report](#)
- [Create a report as Reporting Senior](#)
- [Review a report as a Reviewing Authority](#)

# Login Instructions

- **Username:** US Navy Officers: Username is the first four letters of your **last** name plus designator (e.g., JONE1200 case insensitive).
- **Password:** is the first four letters of your **first** name in caps plus the last four of your SSN (e.g., ROBE9999 case sensitive).
- **Non- Navy:** request password by emailing [Flag Matters](#)

**PLEASE CHANGE PASSWORD** on initial log-in for security reasons

**Note:** There are three attempts before lockout. A new password will be sent to the email address listed in the Flag Roster. If you do not receive it, notify Flag Officer Management.

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# Main Page



## Flag Officers Performance Assessment Reports

[|Instructions](#) | [Help](#) | [Contact Us](#) | [Administration](#) | [My Account](#) | [Logout](#) |

### Personal Data

**Name** Allison, Ira K. RDML (SEL) **SSN** 000-00-  
**Title** Assistant Commander for Distribution, PERS-4, NAVPERSCOM **Designator** 9999 1110  
**Email** ira.allison@navy.mil

### Current Cycle FPARS available on line Jul 31, 2004

Rank	Reporting Period	RS Sign NLT	RA Sign NLT	Mbr Sign NLT
0-7/0-8	1 FEB - 31 JUL	31 AUG	30 SEP	15 OCT
0-9	1 AUG - 31 JUL	31 JUL/15 SEP	05 OCT (CNO)	15 OCT

### Member

Start of Reporting Period (Click to View)	Awaiting	Route(d)
1 Feb 2003-31 Jul 2003	RS	18 May

### To Sign

Name (Click to View)	As	Route(d)
RDML Armstrong Bart A.	2RA	1RS-18 May
RDML Austin Dean I.	2RA	1RS-28 May
RADM Bailey Kenneth A.	2RA	1RS-18 May
RADM (SEL) Burton Thomas K.	1RS	1RS-18 May
RDML (SEL) Crews Morgan W.	1RS	1RS-18 May
RADM Mccord Bradley D.	1RS	1RS-18 May

### Signed

Name (Click to View)	As	Route(d)
RDML Adkins Guy V.	1RS	3MBR-7 Aug
RADM (SEL) Barker Larry E.	1RS	2RA-10 Jul
RADM Briggs Alvin M.	1RS	2RA-15 Jul

# Reporting Senior Process (Overview)

1. Log onto the website [FPARS-Web](#).
2. Check / edit your [personal data](#) under my account.
3. From [Main page](#), click on any [reports](#) listed in **red**
4. Go to the report [Worksheet](#) & fill in.
5. Go to the [Page 1](#) & fill in.
6. Go to the [Page 2](#) & fill in.
7. When finished, “[sign](#)” the report.

Note: FPARS Web will make the report available to the reviewing authority.

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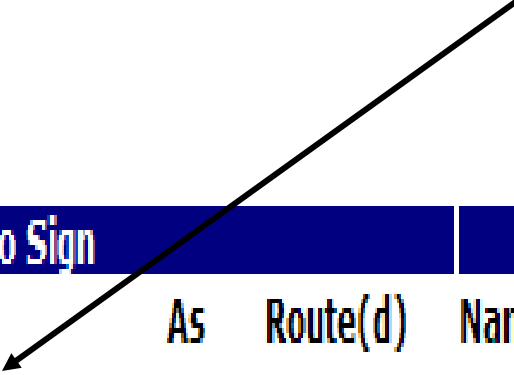
# Edit Personal Data

- Click on “my account” from the main page
- Enter your old password and then create and verify a new password. Click Change Password. You will be prompted to log in with the new password.
- Verify and change personal data
- Contact Flag Matters to change data that is not available to edit.
- Verify email address under personal data
- When finished, click “Main” to return to the main page

[Back](#)

# View of report on main page without signature

View of report before signature on main page



To Sign			Signed		
Name (Click to View)	As	Route(d)	Name (Click to View)	As	Route(d)
<a href="#">RADM Bowers Julie H. III</a>	1RS	1RS-18 May	<a href="#">RDML Shafer Angela T.</a>	1RS	2RA-4 Aug

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# Worksheet edit mode

Main | **Worksheet view** | Page 1 view | Page 2 view | Help | Logout

Your Role is Reporting Senior for Period Ending 31 JUL 2004											
Bowers Julie H. III   RADM   000-00-50 /1115   AUC:65895 RHQ SOUTHLANT NATO											
Report Date: 29 Sep 2000 Period of Report: 1 Feb 2003-31 Jul 2003								Overall Average			
<b>Professional Performance Dimensions</b>								2.75			
5=Greatly Exceeds Norm 4=Exceeds 3=At Norm 2=Below 1=Well Below Norm NA= Not Applicable											
<b>(1) Mission Accomplishment</b>								Avg	Rank		
1	Decisiveness/ Risk Management	2	Meets Goals	2	Measures Execution With Metrics	2	Achieves Results	3	Tactical Performance	2.00	1
<b>(2) Growth and Development of People</b>								Avg	Rank		
5	Performance Feedback Effectiveness	1	Work Environment	2	Mentorship Ability	2	Coaching Ability	3	Provides Education and Training	2.60	2
<b>(3) Operational Competence</b>								Avg	Rank		
5	Employment of Force	5	Command & Control Planning Expertise	3	Coalition/Joint/ Interagency Coordination	3	Judgment Under Pressure	1	Warfighting Edge	3.40	3
<b>(4) Vision/Strategic Perspective</b>								Avg	Rank		
2	Understands Navy Mission/Purpose	3	Links Vision To Navy Vision	4	Links Strategy to Navy Strategy	3	Strategic Thinking	1	Innovation and Creativity	2.60	4
<b>(5) Business Acumen/Skills</b>								Avg	Rank		
1	Knowledge of Navy Programming	1	Financial Resources Management	1	Human Resources Management	1	Leverages Technology	5	Meets Deadlines	1.80	5
<b>(6) Communication Skills</b>								Avg	Rank		
5	Provides Clear Guidance	1	Quality of Oral Presentation	3	Written Communication	5	Extemporaneous	5	Public Communications	3.80	6
<b>(7) Behavior</b>								Avg	Rank		
2	Displays Uncompromising Values/Honesty/Ethics	1	Displays Enthusiasm/ Passion	1	Accepts Responsibility/ Accountability	5	Loyalty	3	Military Bearing And Appearance	2.40	7
<b>(8) Leading People</b>								Avg	Rank		
5	Team Building	3	Energy/ Enthusiasm	3	Positive Attitude	1	Motivates and Inspires	5	Leads by Example	3.40	8
Text Comments											
<b>Potential Dimensions</b>											
5=Very High  4=High  3=Average  2=Low  1= Very Low								2.60			
<b>(1) Organizational Skills</b>								Avg	Rank		
2	Navy Organizational Understanding	1	DoD Organizational Understanding	5	Joint Understanding	2	Interpersonal Skills	3	Networking	2.60	1
<b>(2) Personal/Professional Development</b>								Avg	Rank		
1	Continuing Education	1	Life-Work Balance	5	Responsiveness to Feedback	5	Improves Knowledge, Skill, Ability	2	Information Technology Skills	2.80	2
<b>(3) Leading Change</b>								Avg	Rank		
3	Creativity and Innovation	5	External Awareness	2	Stimulates Better Process	4	Flexibility	2	Evaluates New Ideas	3.20	3
<b>(4) Savvy</b>								Avg	Rank		
4	Raw Intelligence	1	Common Sense	2	Ability to Mediate	1	Perceptive	1	Adaptive	1.80	4
Text Comments											

Input fields

Resulting averages from input field

Member ranking

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# Page 1 (Only RS can edit)

Header field

Main | Worksheet view | **Page 1 view** | Page 2 view | Help | Logout

Your Role is Reporting Senior for Period Ending 31 JUL 2004							
Bowers Julie H. III		RADM	1115	000-00-50			
AUC: 65895		Duty Station: RHQ SOUTHLANT NATO					
Date Rptd: (enter m/d/yy) 9/29/2000							
Reporting Period: 1 Feb 2003 - 31 Jul 2003							
Duties Assigned:							
Assigned Duties:							
<b>10. Ratings - Complete Assessment Worksheet before entering ratings. Select one option for each numbered item below. Comment on Each.</b>							
a. PROFESSIONAL PERFORMANCE	Greatly Exceeds Norm	Exceeds Norm	At Norm	Below Norm	Well Below Norm	Rank Order the Individual's Professional Performance Dimensions (1-8)	WS Avg
(1) Mission Accomplishment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	1	2.00
Comments							
(2) Growth	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	2	2.60
Comments							
(3) Operational Competence	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	3	3.40
Comments							
(4) Vision/Strategic Perspective	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	4	3.00
Comments							
(5) Business Acumen/Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	5	1.80
Comments							
(6) Communication Skills	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	6	3.80
Comments							
(7) Behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	7	2.40
Comments							
(8) Leading People	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	8	3.40
Comments							
b. POTENTIAL	Very	High	Average	Low	Very	Rank Order the Individual's Professional	WS

Assessment worksheet input field

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# Page 2 edit mode

Member  
information

Assessment  
of  
potential  
input field  
Reporting  
senior's  
review and  
signature  
block

Main | Worksheet view | Page 1 view | Page 2 view | Help | Logout

00F Review Complete Date:

Your Role is Reporting Senior for Period Ending 31 JUL 2004			
Bowers Julie H. III		RADM	1115 000-00-50
AUC65895		Duty Station: RHQ SOUTHLANT NATO	
Date Rptd: 29 Sep 2000		Reporting Period: 1 Feb 2003 -31 Jul 2003	
11. Reporting Senior's Assessment of Potential			
a. Short Term (0-2 years)			
<div></div>			
b. Long Term			
<div></div>			
c. Ranking Among Peers with Same Reporting Senior			
<div></div>			
d. Recommendation for Promotion/Assignment			
<div></div>			
12. Development			
a. Needs			
<div></div>			
b. Plan			
<div></div>			
13. Reporting Senior			
a. Name, Grade, Designator, SSN, Title and Command		b. Signature and Date	
John G. Wood III, RADM, USN, 1310, 032-26-56, Director, Air Warfare Division, N78B, OPNAV			
14. Flag Assessment Review Authority			
a. Strengths/Weaknesses Not Addressed by Reporting Senior			
b. Comment on Potential			
c. Recommendation for Promotion/Assignment			
d. Extent of Observation			
e. Name, Grade, Designator and Title		f. Signature and Date	
Daniel Dickson, VADM, USN, 1110, COMNAVSURFPAC			
15. Officer Evaluated - "I have seen this report, been apprised of my performance, and understand my right to submit a statement."			
a. I intend to submit a statement		c. Signature and Date	
b. I do not intend to submit a statement		x	
16. VCNO/CNO Review			
a. Signature and Date			
b. Signature and Date			

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# Page 2 Reporting Senior signature block (before signature)

Reporting Senior information

13. Reporting Senior	
a. Name, Grade, Designator, SSN, Title and Command John G. Wood III, RADM, USN, 1310, 032-26-56, Director, Air Warfare Division, N78B, OPNAV	b. Signature and Date

Signature block

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# Main Page



## Flag Officers Performance Assessment Reports

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### Personal Data

**Name** Allison, Ira K. RDML (SEL)

**SSN** 000-00- - - - -

**Title** Assistant Commander for Distribution, PERS-4, NAVPERSCOM

**Designator** 9999 1110

**Email** ira.allison@navy.mil

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0-7/0-8	1 FEB - 31 JUL	31 AUG	30 SEP	15 OCT
0-9	1 AUG - 31 JUL	31 JUL/15 SEP	05 OCT (CNO)	15 OCT

### Member

**Start of Reporting Period (Click to View)**

1 Feb 2003-31 Jul 2003

**Awaiting**

RS

**Route(d)**

18 May

### To Sign

**Name (Click to View)**  
RDML Armstrong Bart A.  
RDML Austin Dean I.  
RADM Bailey Kenneth A.  
RADM (SEL) Burton Thomas K.  
RDML (SEL) Crews Morgan W.  
RADM Mccord Bradley D.

**As** **Route(d)**  
2RA 1RS-18 May  
2RA 1RS-28 May  
2RA 1RS-18 May  
1RS 1RS-18 May  
1RS 1RS-18 May  
1RS 1RS-18 May

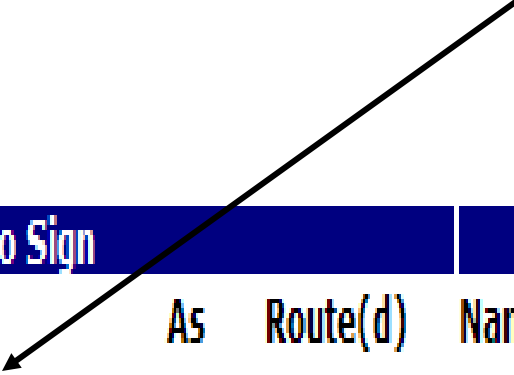
### Signed

**Name (Click to View)** **As** **Route(d)**  
RDML Adkins Guy V. 1RS 3MBR-7 Aug  
RADM (SEL) Barker Larry E. 1RS 2RA-10 Jul  
RADM Briggs Alvin M. 1RS 2RA-15 Jul

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# View of report on main page without signature

View of report before signature on main page



To Sign			Signed		
Name (Click to View)	As	Route(d)	Name (Click to View)	As	Route(d)
RADM Bowers Julie H. III	1RS	1RS-18 May	RDML Shafer Angela T.	1RS	2RA-4 Aug

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# Review Authority (RA) Overview

1. Log onto the website [FPARS-Web](#).
2. From Main page, click on any reports listed in **red**
3. Review report.
4. Complete [RA section](#) of report.
5. When finished, “sign” the report.

Note: FPARS Web will make available the report to the Flag Matters.

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# Page 2 Reviewing authority signature block

14. Flag Assessment Review Authority	
a. Strengths/Weaknesses Not Addressed by Reporting Senior	
<div></div>	
b. Comment on Potential	
<div></div>	
c. Recommendation for Promotion/Assignment	
<div></div>	
d. Extent of Observation	
<div></div>	
e. Name, Grade, Designator and Title TIMOTHY LAFLEUR, VADM, USN, 1110, Commander, Naval Surface Force, U.S. Pacific Fleet/ COMNAVSURFOR	f. Signature and Date

Reviewing authority information  
(FROM MY ACCOUNT)

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Signature block  
CLICK YELLOW

# Main Page



## Flag Officers Performance Assessment Reports

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### Personal Data

**Name** Allison, Ira K. RDML (SEL) **SSN** -  
**Title** Assistant Commander for Distribution, PERS-4, NAVPERSCOM **Designator** 1110  
**Email** ira.allison@navy.mil

### Current Cycle FPARS available on line Jul 31, 2004

Rank	Reporting Period	RS Sign NLT	RA Sign NLT	Mbr Sign NLT
0-7/0-8	1 FEB - 31 JUL	31 AUG	30 SEP	15 OCT
0-9	1 AUG - 31 JUL	31 JUL/15 SEP	05 OCT (CNO)	15 OCT

### Member

Start of Reporting Period (Click to View)	Awaiting	Route(d)
1 Feb 2003-31 Jul 2003	RS	18 May

### To Sign

Name (Click to View)	As	Route(d)
RDML Armstrong Bart A.	2RA	1RS-18 May
RDML Austin Dean I.	2RA	1RS-28 May
RADM Bailey Kenneth A.	2RA	1RS-18 May
RADM (SEL) Burton Thomas K.	1RS	1RS-18 May
RDML (SEL) Crews Morgan W.	1RS	1RS-18 May
RADM Mccord Bradley D.	1RS	1RS-18 May

### Signed

Name (Click to View)	As	Route(d)
RDML Adkins Guy V.	1RS	3MBR-7 Aug
RADM (SEL) Barker Larry E.	1RS	2RA-10 Jul
RADM Briggs Alvin M.	1RS	2RA-15 Jul

# Member signature Process

1. Log onto the website [FPARS-Web](#).
2. Check on the status of your report from the Main page.
3. If your report is ready for signature, click on your report in **red** to view
4. When finished viewing [pages 1 and 2](#), click on the block indicating whether or not you intend to submit a statement
5. Sign your report

Note: If you intend to submit a statement, email the statement to [Flag Matters](#) as a word document or PDF file

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# Member Report Status

Member					
Start of Reporting Period (Click to View)			Awaiting		Route(d)
1 Feb 2004-31 Jul 2004			RA		10 Aug
To Sign			Signed		
Name (Click to View)			Name (Click to View)		
As			As		
Route(d)			Route(d)		

Secretary of Defense

- If user has a personal report, the status is shown here.
- Hover over the “Awaiting” signer to see title of the next signer. Click to send email (if on file).

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# Page 1 – Printer Friendly

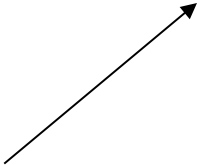
: Your Role is Reporting Senior for Period Ending 31 JUL 2004							
1. HORNBLOWER HORATIO E		2. RDML		3. 2700		4. 000-00-8045	
5. AUIC: 44444 6. Duty Station: HMS SUTHERLAND 7. Date Rptd: 1 Apr 1890							
8. Reporting Period: 1 Feb 2004 - 31 Jul 2004							
9. Duties Assigned:							
10. Ratings - Complete Assessment Worksheet before entering ratings. Select one option for each numbered item below. Comment on Each.							
a. PROFESSIONAL PERFORMANCE	Greatly Exceeds Norm	Exceeds Norm	At Norm	Below Norm	Well Below Norm	Rank Order the Individual's Professional Performance Dimensions (1-8)	WS Avg
(1) Mission Accomplishment	X					1	5.00
Comments							
(2) Growth	X					2	5.00
Comments							
(3) Operational Competence		X				3	4.00
Comments							
(4) Vision/Strategic Perspective			X			4	3.00
Comments							
(5) Business Acumen/Skills				X		5	2.00
Comments							
(6) Communication Skills				X		6	2.00
Comments							
(7) Behavior					X	7	1.00
Comments							
(8) Leading People					X	8	1.00
Comments							
b. POTENTIAL	Very High	High	Average	Low	Very Low	Rank Order the Individual's Professional Performance Dimensions (1-8)	WS Avg
(1) Organizational Skill				X		4	2.00
Comments							
(2) Personal/Professional Development			X			3	3.00
Comments							
(3) Leading Change		X				2	4.00
Comments							
(4) Savvy	X					1	5.00

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# Page 2 Member Signature Block

15. Officer Evaluated - "I have seen this report, been apprised of my performance, and understand my right to submit a statement."		
a. I intend to submit a statement	<input type="radio"/>	c. Signature and Date
b. I do not intend to submit a statement	<input checked="" type="radio"/>	

Intention to submit  
written statement  
block



Signature block



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